Erasmus Mobility Academy
REGISTERED ERASMUS+ PROVIDER · OID E10304561
Cumhuriyet Mah. 1637 Sk. Yaşar Şahin Apt. No:3/2 Yenişehir/MERSİN
info@erasmusmobilityacademy.com · +90 530 319 40 65

DOCUMENT Course Description
ISSUED 27 November 2026

COURSE DESCRIPTION

Leading Educational Change: From Innovation to Sustainable Practice

Educational innovation is not simply about introducing new technologies, methods or projects. This five-day practical course in Rome helps teachers, school staff and school leaders initiate and manage change in their own schools, combining Design Thinking with CreActionality™. Bring a challenge from your school. Leave with a practical plan to turn it into sustainable educational change.

DURATION	LANGUAGE	GROUP SIZE
5 days · 25 hours	English (B1+)	Max 20 participants

DAILY SCHEDULE	CERTIFICATE
09:30–14:30 Monday to Friday, with coffee breaks	Attendance + Europass Mobility

AUDIENCE
Teachers, educators, school staff, educational coordinators and school leaders
No previous experience of Design Thinking or change management is needed.

COURSE CENTRES
Rome
Dates and cities of the scheduled sessions are listed on the course page.

01 Overview

Educational innovation is about understanding the challenges faced by learners and educational communities, identifying opportunities for improvement and turning promising ideas into sustainable practices. This course combines Design Thinking with CreActionality™, an original methodology developed by Giancarlo La Pietra that connects Creativity, Rationality and Action, applied here to educational innovation and sustainable change.

Through Design Thinking, collaborative problem-solving and action-oriented learning, you explore how to identify educational needs, engage stakeholders, develop innovative solutions, test new approaches and assess their potential impact. Working on a real educational challenge from your own school or learning environment, you move through five stages, each with its own output:

- **Understand** — from everyday difficulties to opportunities for innovation → Educational Challenge Canvas
- **Define** — designing solutions around real needs → Challenge Statement and Needs Map
- **Create** — from ideas to practical educational innovation → Educational Innovation Concept
- **Test** — testing ideas before implementing them → Prototype and Testing Plan
- **Implement** — making educational change happen and last → Educational Change Action Plan

The course places particular emphasis on the realities of everyday school life: limited resources, different learner needs, staff engagement, resistance to change and the challenge of making innovation sustainable beyond individual initiatives.

02 Course description

This course equips participants with practical approaches to initiate and manage educational change in their own schools and learning environments. You work individually and in small international groups, using challenges from your own professional experience as the starting point for learning. Rather than focusing exclusively on theoretical models, the course asks you to produce tangible outputs that can be transferred to your own school.

At the end of the course, each participant or working group presents an Educational Innovation and Change Plan based on a real challenge. The plan includes:

- a clearly defined educational challenge;
- evidence of stakeholder needs;
- a proposed innovative solution;
- a prototype or testing strategy;
- an implementation roadmap;
- expected outcomes and impact indicators.

INNOVATE is one of three courses that form a learning pathway with CreActionality™ as their common methodological framework: INNOVATE focuses on leading change and innovation in educational contexts, DEVELOP (From Educational Challenge to European Project) on turning educational challenges into European project concepts, and EMPOWER (Education Meets Entrepreneurship) on enabling learners to turn ideas into action and create value. Each course can be attended on its own.

03 Learning outcomes

01 Recognise opportunities for innovation in your own educational context.

02 Identify and analyse the needs of learners, teachers and other stakeholders.

03 Apply Design Thinking tools to educational challenges.

04 Engage colleagues and stakeholders in collaborative innovation processes.

05 Develop practical and inclusive solutions to improve teaching and learning.

06 Plan small-scale experiments and prototypes to test new ideas.

07 Identify barriers to implementation and strategies to address resistance to change.

08 Define indicators to monitor results and assess the sustainability of educational initiatives.

04 Methodology

CreActionality™ and Design Thinking	CreActionality™ connects Creativity, Rationality and Action to help people move from ideas to experimentation and lasting results. In this course it is applied to educational innovation and sustainable change, while Design Thinking and human-centred innovation supply the practical tools for understanding needs, generating ideas and testing them.
Creativity — imagine	Imagining a different future and new ways to get there.

Rationality — analyse	Analysing the context, evidence, feasibility and risks.
Action — pilot and learn	Piloting, testing and learning from results.
A structured sequence	The learning process follows five stages, Understand → Define → Create → Test → Implement, with a highly participatory and practice-oriented approach. You work individually and in small international groups, starting from challenges in your own professional experience.
Workshops and peer learning	Collaborative workshops, practical tools for problem analysis and idea generation, prototyping and experimentation, and case studies and examples from educational practice.
Reflection and action planning	Each day ends with a tangible output, and reflection, feedback and action planning run through the week so that the final plan can be transferred to your own school.

05 Daily programme

Day 1

Understanding Educational Challenges and Opportunities

- **Theme:** From everyday difficulties to opportunities for innovation.
- **Output:** Educational Challenge Canvas — a structured analysis of a real challenge in your school or educational organisation — and an initial Stakeholder Map.
- **CreActionality™ focus:** Creativity — imagining possibilities and challenging assumptions.
- **Key topics:** educational innovation and the changing role of schools; challenges in teaching, learning and school organisation; learners' needs and the perspectives of different stakeholders; human-centred Design Thinking; mapping educational challenges and defining priorities
- **Activities:** Educational challenge mapping. Stakeholder identification. Individual reflection and group discussion.

Day 2

Defining the Challenge and Understanding Needs

- **Theme:** Designing solutions around real needs.
- **Output:** Validated challenge statement and Needs Map — the key stakeholders, their expectations and needs.
- **CreActionality™ focus:** Creativity and Rationality — observing, questioning and analysing.
- **Key topics:** moving beyond symptoms to identify underlying problems; gathering insights from learners, teachers, families and school communities; empathy-based approaches and needs analysis; defining a clear and actionable innovation challenge; the relationship between educational needs, inclusion and learning outcomes
- **Activities:** Empathy mapping. Problem reframing. Definition of design questions. Peer review of participants' challenges.

Day 3

Creating Innovative Educational Solutions

- **Theme:** From ideas to practical educational innovation.
- **Output:** Educational Innovation Concept — a clearly defined solution addressing the selected challenge.
- **CreActionality™ focus:** Creativity and Rationality — connecting imagination with structured planning.
- **Key topics:** creative problem-solving and collaborative ideation; innovative teaching and learning approaches; digital tools and AI as enablers of educational innovation; designing solutions that can work within real school constraints; prioritising ideas according to feasibility, relevance and potential impact
- **Activities:** Structured brainstorming. Idea selection and prioritisation. Development of an Innovation Concept. Collaborative feedback sessions.

Day 4

Prototyping, Experimentation and Managing Change

- **Theme:** Testing ideas before implementing them.
- **Output:** Prototype and Testing Plan — a practical approach to testing the proposed solution, including stakeholder engagement strategies.
- **CreActionality™ focus:** Action — experimenting and learning through doing.
- **Key topics:** rapid prototyping in educational settings; designing small-scale experiments; gathering feedback from learners and colleagues; identifying barriers to implementation and resistance to change; building engagement and ownership among school stakeholders
- **Activities:** Prototype development. Simulation and peer testing. Feedback collection. Risk and barrier analysis.

Day 5

From Innovation to Sustainable Practice

- **Theme:** Making educational change happen and last.
- **Output:** Educational Change Action Plan — an implementation roadmap with responsibilities, resources, milestones and impact indicators — and a final presentation.
- **CreActionality™ focus:** Action and reflection — turning experimentation into sustainable change.
- **Key topics:** from pilot initiatives to sustainable educational practices; planning implementation in schools and educational organisations; identifying resources, responsibilities and partnerships; defining measurable objectives and impact indicators; monitoring progress and adapting initiatives over time
- **Activities:** Development of an Educational Change Action Plan. Peer assessment and feedback. Final presentations of participants' innovation projects. Individual commitment to implementation.

PLEASE NOTE

Sessions run from 09:30 to 14:30, Monday to Friday, with coffee breaks. Timings can shift a little to suit the venue and the group.

Course activities and content may vary depending on participants' needs and the trainer leading the session; any changes are at the trainer's discretion. If there is a specific topic you would like included, please let us know — content-related requests must reach us at least 3 weeks before the course start date so we can confirm them in time.

06 Materials

- Your Educational Innovation and Change Plan, built step by step across the week from your own challenge, ready for you to continue developing at your school.
- Plan contents: Educational Challenge Canvas; Stakeholder and Needs Map; Educational Innovation Concept; Prototype and Testing Plan; Educational Change Action Plan with responsibilities, resources, milestones and impact indicators; final presentation.

07 How to prepare

- Bring a real challenge from your school or learning environment — something you would like to change. Nothing needs to be written in advance, and you share only as much of it as you are comfortable with.
- Come ready for practical exercises, prototyping, peer feedback and collaborative problem-solving.
- No previous experience of Design Thinking or change management is needed. The course works for teachers and school staff as well as for coordinators and school leaders.

08 After the course

- Participants will receive their Certificate of Attendance and the co-signed Europass Mobility document.
- You leave with an Educational Innovation and Change Plan based on your own challenge, with a clear challenge, evidence of stakeholder needs, a tested solution idea, an implementation roadmap and impact indicators, ready to take forward with colleagues at your school.
- You will have practised, through Design Thinking and CreActionality™, how to move from isolated initiatives to lasting change.
- Participants will complete a general course evaluation and event survey.

09 What the course fee covers

INCLUDED IN THE COURSE FEE

- 25 hours of training and course materials
- Certificate of Attendance + Europass Mobility document
- On-site local support throughout the week

ARRANGED SEPARATELY BY THE PARTICIPANT

- Travel to the host city — invitation letter on request
- Accommodation — we share recommended options
- Travel & health insurance

ISSUED BY

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COURSE PAGE

erasmusmobilityacademy.com/courses/leading-educational-change

ABOUT ERASMUS MOBILITY ACADEMY

Erasmus Mobility Academy (OID: E10304561) is an Erasmus+ training provider offering professional development courses for educators, school staff and youth workers across Europe. Our courses are designed for international mobility — open to participants travelling from a country other than the host country — and support schools in building lasting institutional capacity. We provide structured learning, logistical guidance and certification, including the Europass Mobility document.